KRZYSZTOF IRENEUSZ PAWLAK
EMAIL@EUGENIX.ORG
+48 519-521-520

REPUBLIKA POLSKA
KATOWICE 40-014
MARIACKA 11/7

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CITIZEN OF THE REPUBLIC OF POLAND
KRZYSZTOF IRENEUSZ PAWLAK
MARIACKA 11 APARTMENT 7
40-014 KATOWICE, POLAND
EMAIL@EUGENIX.ORG
+48 519-521-520

PETITION TO THE EU PARLIAMENT FOR ANNUAL LABORERS' UNIONISATION REFERENDUM

Executive summary

This petition requests the establishment of an annual, simple referendum mechanism across EU Member States that allows European citizens working in any occupation to vote “yes” or “no” on forming or recognising an Occupational Labour Union for their occupation. The referendum sheet will include a field for the voter to enter their UN ILO ISCO-08 occupation code displayed in their employment contract or looked up in the UN ILO ISCO-08 occupation classification. The referendum would be held with regular European Parliament elections to maximise turnout and administrative efficiency.

Background and rationale

- Labour organisation strengthens collective bargaining, occupational standards, workplace safety, and social inclusion. A transparent, democratic

referendum mechanism gives individual workers direct agency to express occupation-level interest in union formation without procedural barriers.

- Embedding a simple yes/no referendum with an ISCO-08 occupation-code field creates precise, verifiable signals of occupation-level demand across the Single Market and enables targeted support, monitoring, and policy alignment.
- Cooperation with the International Labour Organization (ILO) and EU institutions leverages decades of international expertise on labour standards and conventions to ensure compliant, rights-respecting union formation and capacity building.

These provisions and their intent are drawn from the petition draft submitted by Eugenix ® P.S.A. and its author, which proposes the referendum design and ILO cooperation as the core mechanisms for implementation.

PROPOSAL DETAILS

Core mechanism

- Establish an annual referendum open to all EU citizens who are employed or self-employed, allowing a simple binary vote: **Yes** or **No** on whether an Occupational Labour Union should be recognised or promoted for the voter’s declared occupation.
- Require each voter who participates in the referendum to provide the UN ILO **ISCO-08 occupation code** of the occupation they are voting for to ensure occupation-level specificity and prevent ballot ambiguity.
- Schedule the referendum to run simultaneously with European Parliament elections to ensure broad participation and administrative cost-efficiency.

Ballot design and verification

- Ballot would contain occupation ISCO-08 code field; binary vote selection (yes, no); basic declaration of employment status; digital or paper authentication consistent with national election safeguards.
- Implement cross-checks against anonymized employment registries or social security identifiers to validate occupation declarations while preserving voter privacy.
- Publish aggregated, occupation-level results annually, disaggregated by Member State and EU-wide totals, to identify occupations showing sustained democratic interest.

Organisational support and safeguards

- The European Commission, in consultation with the European Parliament, the European Trade Union Confederation, and the ILO, will issue guidelines for recognition thresholds, union registration processes, anti-discrimination safeguards, and transitional support for newly recognised occupational unions.
- Newly recognised unions will be eligible for technical assistance, capacity building, and advice on compliance with ILO conventions and EU labour law frameworks to ensure effective and lawful operations.

Indigenous ethnic chapters and non-discrimination protections

- The referendum mechanism explicitly permits unions to organise **indigenous ethnic chapters** within occupational unions to protect indigenous workers' cultural rights, economic interests, and to address occupation-specific discrimination.
- EU guidance will require that ethnic chapters operate under the same legal protections, anti-discrimination safeguards, and democratic norms as the parent occupational union, ensuring equal treatment of male and female

indigenous labourers and preventing economic marginalization linked to indigenous association.

- Funding streams, advisory services, and targeted programs will be made available to support sustainable indigenous economies and to ensure ethnic chapters have access to training, legal advice, and representation resources.

Legal basis, thresholds, and safeguards

- Legal basis: propose an EU Regulation that sets the referendum mechanism’s minimum standards while preserving Member States’ competence over electoral administration and labour law implementation. The Regulation will harmonise reporting, data protection safeguards, and minimum recognition criteria.
- Recognition threshold: propose a clear, democratically defensible threshold (for example, a minimum percentage of votes cast within an occupation at national level and a minimum turnout threshold) to trigger formal recognition procedures. The exact thresholds should be adopted by the European Parliament following stakeholder consultation and impact assessment.
- Safeguards: require compliance with EU Charter of Fundamental Rights, non-discrimination principles, collective bargaining frameworks, and ILO core labour standards. Establish an independent complaints and oversight mechanism to adjudicate disputes and protect workers’ rights during formation phases.

Implementation roadmap

1. Legislative phase: Draft and adopt an EU Regulation outlining referendum standards, data protection rules, recognition thresholds, and ILO cooperation mandates.

2. Pilot and technical design: Run a two-year pilot cycle in willing Member States to test ballot formats, ISCO-08 integration, verification methods, and reporting systems.
3. Capacity building: Coordinate ILO-EU training and technical assistance for national electoral authorities, trade unions, and employer organisations.
4. Full roll-out: Launch the annual referendum EU-wide alongside the next European Parliament election after the pilot and adjustments.
5. Monitoring and evaluation: Annual public reporting on referendum results, the number of recognised occupational unions, formation of ethnic chapters, and impact on occupational standards and discrimination metrics.

Expected benefits

- Expands democratic participation in decisions about occupational collective representation.
- Produces precise occupation-level data on worker preferences to inform policy and union support.
- Strengthens capacity to protect indigenous workers and to support culturally appropriate, non discriminatory labour representation.
- Enhances alignment of EU labour policy with ILO conventions and international best practice through structured cooperation.

Call to action

The undersigned petition the European Parliament and the European Commission to:

- Adopt the proposed framework for an annual Occupational Labour Unionisation Referendum with an ISCO-08 occupation-code field to be held alongside European Parliament elections.

- Instruct the Commission to draft an EU Regulation establishing the referendum's legal framework, recognition thresholds, data-protection safeguards, and modalities of cooperation with the ILO.
- Launch a pilot programme in willing Member States to test and refine the mechanism ahead of EU-wide implementation.

K Pawlak

D.O.M. of the Piast & Wase
Founder and Board President of
Eugenix ® Simple Stock Corporation
Tribal and Indigenous Ethnic Minority of
Arcticus Blancus (Latin), Blanków (Polish).

Arctic Men Extinction Noticed.
Arctic Magnetic Earth Naturalist.
Antarctic Mass Excavation Nonetheless.